



MODERN SLAVERY STATEMENT 2020

CORDINA GROUP

Introduction

This statement, made pursuant to Section 14 of the *Modern Slavery Act 2018 (Cth)* (**Act**) is the first Modern Slavery Statement (**Statement**) published on behalf of Cordina Chicken Farms Pty Ltd and its related corporations including Cordina Foods Pty Ltd and Cordina Processing Pty Ltd (together referred to as **Cordina, we, us or our**).

The purpose of this Statement is to outline our approach to ensuring that Cordina has comprehensive frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

Cordina recognises that slavery and human trafficking can occur in many forms as detailed in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

Cordina is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across its operations.

Cordina will not tolerate any form of slavery or human trafficking in our business.

Our Business

Cordina is an Australian owned family business with 75 years' experience in the food industry. From our manufacturing and distribution plants located at Girraween and Wyong (NSW), we process, prepare and distribute food products nationally.

Cordina produces a complete range of fresh chicken products covering traditional areas of whole birds, fillets and pieces as well as an extensive range of further processed products to satisfy the increasingly ready to prepare food requirements of consumers. We market our products through major supermarket chains, food service outlets and other food manufacturers.

Our Structure, Operations and Supply Chain

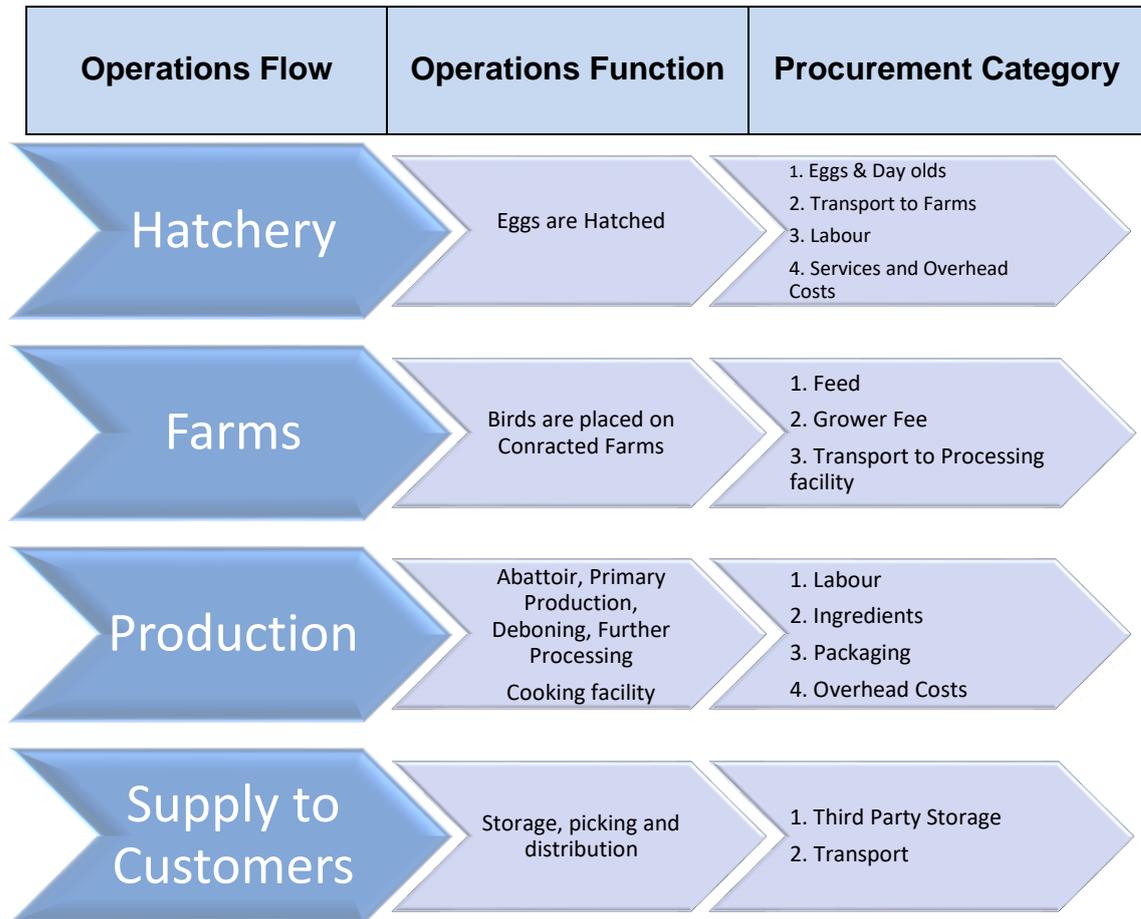
For the purpose of this Statement our key operating entities and operations and the associated supply chains are as follows:

Cordina Chicken Farms Pty Ltd – ABN 29 003 058 428

Cordina Foods Pty Ltd – ABN 17 002 429 825



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Labour

- Cordina Group employ 935 employees
 - o 700 are Company employed
 - o 235 are Contract employees

Procurement

Suppliers to the Cordina Group are primarily Australian based and comprise the following categories.

- Feed
- Packaging
- Ingredients
- Services



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Risk Identification

Cordina already have formal policies in place that are intended to promote ethical and legal compliant business conduct. Those policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Ethical Sourcing Policy, Code of Ethics Policy, Human Rights Policy and Land Rights Policy.

Our Procurement Team have a number of risk mitigation processes in place including our onboarding requirements which include agreement by suppliers to comply with the Cordina policies referred to above. All of the above controls will be reviewed to ensure that we have robust processes in place to minimise the risk of modern slavery in our operations and supply chains on an ongoing basis.

In 2020 we undertook a review of modern slavery practices across our operations and supply chain, taking into consideration factors such as sector, industry, product and service type and geographic location. As a result of this review, Cordina identified some low risk areas for example, in operational activities that are undertaken directly by Cordina employees and covered by our internal processes, as well as areas which might be seen as potentially higher risk, for example where a local supplier may source a product from overseas location which may have a record of modern slavery practices being still in place.

Risk Management and Due Diligence

To manage the risk of modern slavery in our business and supply chains, Cordina has undertaken the following measures, namely:

- introduced its first Anti Modern Slavery Policy;
- revised its internal policies; and
- updated supplier engagement processes and principles.

Over the course of the next year our key focus areas will be:

- commencing audits of key suppliers via a targeted questionnaire; and
- developing a plan to educate our staff on the impacts and risks of modern slavery through an internal training program.



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Ongoing Assessment of Risk

The effectiveness of our actions will be assessed by monitoring and analysing:

- completion rates for awareness and education modules;
- continuing to evolve our due diligence processes to aid in the identification of risks including expanding the scope of our supply chain risk assessment;
- monitoring and acting on information submitted accompanying supply registrations; and
- survey and audit results.

This Statement has been approved on behalf of the Cordina Group.

A handwritten signature in black ink, appearing to be 'C. A. D.', is written over a horizontal line. The signature is stylized and extends to the right of the line.

Chief Executive Officer

24 March 2021